

COMMANDING OFFICER'S
VMAT-203 EQUAL OPPORTUNITY AND SEXUAL HARRASMENT
POLICY STATEMENT



Every member of this Command deserves the dignity and respect that comes with the title that we bear: *Marine*. No person or group has any right to take that dignity and respect which has been earned. It is my intent to provide opportunity for every member of this command to achieve his or her maximum potential. This can only occur in an environment where fair and unbiased treatment exists. As such, my Equal Opportunity and Sexual Harassment Policy is simple - unlawful discrimination and sexual harassment has no place in our Marine Corps and will not be tolerated within this command.

Discrimination and sexual harassment are adverse to good order and discipline and are contrary to our ethos as Marines. Discrimination is the act of prejudging a person or group based on age, race, color, religion, sex or national origin. Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

I encourage Marines to resolve discrimination or sexual harassment issues as soon as they arise. The preferred means to identify and correct discriminatory practices is the Informal Resolution System (IRS) or the chain of command. If the situation remains unresolved, a Marine always retains the right - and is encouraged - to Request Mast.

Any substantiated incident of noncompliance with my policy on Equal Opportunity and Sexual Harassment will result in administrative or punitive proceedings under the UCMJ. Furthermore, Reprisal action against any personnel making a complaint is also contrary to this policy and punishable under the UCMJ.

Any questions or concerns should be directed to the Squadron's Equal Opportunity Representatives.

A handwritten signature in blue ink, appearing to read "C. C. Wirth", written over a light blue rectangular background.

C. C. WIRTH

